GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Cooperation Department – Implementation of HR Policy to the PACS Employees by the Managing Committees of the PACS as per the provisions of APCS Act, 1964 – Recommendations of the State Level Empowered Committee (SLEC) – Operational Guidelines – Orders – Issued.

==========

AGRICULTURE & COOPERATION (COOP-II) DEPARTMENT

G.O.Ms.No.90. **Dated: 04.12.2020 .**
Read the following:-

1. G.O.Ms.No.36 A&C (Coop.IV) Dept., dt. 01.03.2019.
2. From the Commissioner for Cooperation and Registrar of Cooperative Societies (CC & RCS), AP, Guntur, Letter Rc. No.AGC06-13026/3/2019-PAC SEC-CCRCS, dt.15.08.2020.

* * * *

ORDER:

In the G.O 1st read above, orders were issued to implement HR Policy to the PACS employees by the Managing Committee of the PACS themselves. As per the said orders, the State Level Empowered Committee (SLEC) is empowered to give clear cut and specific operational guidelines on each and every aspect of the HR report for implementation. Further, the SLEC shall also frame road map for business development of PACS with the guidance of the Committee formed for HR Policy and the District Level Empowered Committee (DLEC) shall monitor the implementation of guidelines at District level.

2. In the reference 2nd read above, the CC & RCS, AP, Guntur has reported that the M.D., APCOB, Vijayawada communicated the draft Operational Guidelines prepared by the SLEC and the same were examined and found that most of the draft Operational Guidelines are in accordance with the orders issued in reference 1st read above and requested to issue necessary orders in the matter.

3. The Government after careful examination, hereby issue further guidelines in continuation of the G.O. 1st read above for implementation of Human Resource (HR) Policy to employees of PACS by the respective Managing Committees:-

i. The date of applicability of the monetary benefit for revision of pay scales shall be from the date of issue of operational guidelines (i.e. date of this G.O.) for implementation of HR policy to the employees of PACS.

ii. In respect of minimum educational qualifications for recruitment, as proposed by the SLEC, the existing CEOs and Assistant Executives shall acquire Degree/ DCM & CA /C- PEC certificate within 5 years from the date of issue of this G.O.

iii. Regarding maintenance of Service Registers (SRs) of PACS Employees, the concerned Divisional Cooperative Officer (DLCO) shall update and authenticate the SRs every year.

iv. Upon approval of the District Level Empowered Committee (DLEC), the transfers shall be implemented by the Convenor of the DLEC by issuing necessary orders and that the transfers of CEOs and Assistant Executives shall be made among the same category of PACS. In case of exigencies, effected the transfers to the immediate next category of the PACS and made within the Revenue Division for every 3 years normally and no CEO shall continue in the same PACS for more than 5 years at a stretch.

v. An amount of Rs.15,000/- (Rupees Fifteen thousand only) is to be paid to all categories of employees towards Funeral expenses.

(PTO)

vi. It is further ordered that once the PACS, which are under assistance from District Level State Fund (DLSF), has come to the level of complying to the capacity to pay norms, then the PACS should start repaying to DLSF in a phased manner i.e., in 10 years, in equated yearly installments as per the demand raised by the District Level Empowered Committee (DLEC). The repayment shall commence from the 4th year from the date of receiving 1st installment of support from DLSF or from the year following the compliance with the capacity to pay norms, whichever is earlier.

The recommendation of the C.C.& R.C.S., A.P., Guntur on DLSF as interest free loan is accepted as it is support fund. It is further directed that initially for a period of three (3) years, 50% of the support fund may be borne by higher tiers as per existing norms and the rest of 50% may be considered to be given as interest free soft loan to PACS so that all the tiers in the credit structure shoulder responsibility to develop each other. The number of societies which have improved and became self sustained may be assessed after the 3 year period and a suitable decision may then be taken.

vii. In addition to the above, the implementation of operational guidelines on HR policy requires certain amendments to Bye-Laws and Service Bye- Laws and certain changes in the existing pattern and the PACS concerned shall take approval of General Body before implementation of these operational guidelines on HR policy by them.

4. The Commissioner for Cooperation and Registrar of Cooperative Societies, Andhra Pradesh, Guntur shall take further necessary action in the matter.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

Y. MADHUSUDHANA REDDY
SPECIAL SECRETARY TO GOVERNMENT

To
The Commissioner for Cooperation and Registrar of Cooperative Societies,
Andhra Pradesh, Guntur.
The Chief General Manager, NABARD, Regional Office, Hyderabad.
The Managing Director, Andhra Pradesh State Cooperative Bank,
Vijayawada.
The Chairman, SLEC, APCOB, Vijayawada.

Copy to:

All the District Cooperative Officers in the State of Andhra Pradesh.
(through the CC&RCS, A.P., Guntur).
The Accountant General, Andhra Pradesh, Hyderabad.
PS to Special Secretary to Hon'ble CM.
PS to Hon'ble Minister (Agri. & Co-operation.)
PS to Special Secretary to Government (AM&C) (A&C).Dept..
SF/SC.

// FORWARDED :: BYORDER//

SECTION OFFICER